



# SMDP NEWS

Sustainable Management Development Program  
Public Health Practice Program Office

SPRING 1999



## Welcome to the SMDP NEWS

The **SMDP NEWS** is the newsletter of CDC's Sustainable Management Development Program (SMDP). The goals of **SMDP NEWS** are to:

- Inform members of the international health community about SMDP activities
- Support graduates of SMDP's annual Management for International Public Health (MIPH) Course with information and training resources
- Facilitate country-to-country exchanges of information and experience in public health management development

The **SMDP NEWS** is published quarterly, and distributed to all MIPH graduates. Graduates are encouraged to support the **SMDP NEWS** with articles, photos, and updates on their activities. Also, please send us names and addresses for additions or corrections to the mailing list. Current and past editions of the **SMDP NEWS** can be viewed at our web site: <http://www.cdc.gov/phppo/smdp>

## In this issue:

- PHILIPPINES
- VIETNAM
- ISRAEL
- BAHRAIN
- NIGERIA
- CLASS NOTES

## New Management Curriculum Tested In The Philippines



**Healthy Plan-it** facilitators and Field Epidemiology Training program trainees: Front (L to R): Chito Navarro, Conchy Rocas, Sheri-Nouane Johnson, Janice Bugtong, Rutchie Gamaro and Epi Ramos; Middle (L to R): Jeanie Guzman, Jessie Fantone, Elaine Maaño and Tony San Juan; Back (L to R): Eric Tayag, Edgar Pange, Nimrod Villanueva and Batoy Claveria.

The Sustainable Management Development Program has developed a test version of **Healthy Plan-it**, a video and print-based training tool for planning and managing public health programs. In March 1999, SMDP staff member Sheri-Nouane Johnson traveled to the Philippines to conduct one of three international field tests of the new tool in a workshop setting. The course was taught by three graduates of the Management for International Public Health (MIPH) course: Rutchie Gamaro ('97), Janice Bugtong ('96) and Eric Tayag ('94). Other MIPH alumni Conchy Rocas ('98), Grace Viola Abad ('96), Mario Brizuela ('95), and Nemias Lapastora ('94) served as observers. Fourteen trainees from the Ministry of Health's Field Epidemiology Training Program attended the 3-day training from March 10-12.

**Healthy Plan-it** is intended for use by management trainers and equips them with teaching notes, instructions for group exercises and visuals for making overhead transparencies. Topics covered are the six step planning process, participatory planning, consensus building, the basic priority rating system, the PEARL rating criteria, getting to the root of the problem, establishing goals and objectives, determining intervention strategies, developing work plans and budgets, planning the evaluation, and adjusting the strategy.

The field test results from the Philippines indicated that the new tool will be of benefit to management trainers. Feedback from the evaluation and focus group discussions with the facilitators and participants will be used to make revisions to the materials prior to their production and distribution this fall. □

## Hanoi School of Public Health Launches New Training Initiative

In several previous issues of the SMDP NEWS, we highlighted the initial management training activities of the MIPH alumni/ae at the Hanoi School of Public Health (HSPH). Support for HSPH during this start-up phase was generously provided by the Rockefeller Foundation Public Health School without Walls (PHS/WoW) Program.

In August 1999, the HSPH reached another milestone of sustainability obtaining a 3-year contract from the United National Population Fund (UNFPA) to provide management training for reproductive health workers in 8 target provinces. The project provides funding to support training for two groups of provincial health workers. Each group will attend an initial management workshop in Hanoi that includes themes such as team work, leadership, planning, problem solving, and program evaluation.

Following each workshop, participants will return to their provinces and have three months to conduct an *applied management project* which will be closely supervised by HSPH faculty. At the completion of the projects, participants will return to Hanoi and present their project methods and results.

The project also provides funding for short-term technical assistance from CDC/SDMP as well as additional faculty development in the MIPH course. ■



Twenty-five provincial reproductive health program managers participate in first UNFPA-sponsored management workshop at Hanoi School of Public Health, March 9-20, 1999.

## Healthy Plan-*it* field-tested in Israel

In January, 1999, SMDP staff member Paul Abamonte traveled to Israel to conduct an evaluation of the Healthy Plan-*it* curriculum.

MIPH graduates Ronny Shtarkshall ('98), Paula Feder-Bubis ('97) and Ehud Miron ('97)

Public Health in Jerusalem. Most of the students were physicians with health program management responsibilities in their home countries.

In general the materials were well received and easily understood. The video was considered an appropriate and effective accompaniment to the print-based materials. Results



Healthy Plan-*it* facilitators in Israel – Paula Feder-Bubis with daughter Yael, Ronny Shtarkshall and Ehud Miron.

used the new tool to conduct a three-day workshop for 18 international students enrolled in the M.P.H. program of the Hebrew University-Hadassah School of

of the field test will be used to revise the curriculum prior to publishing and distributing the final training package. ■





**Salah Abdulrahman teaching at the Ministry of Health Training Center**

### **Management Training in Bahrain**

Dr. Salah Abdulrahman (MIPH '97), Deputy Director of Health Education for the Bahrain Ministry of Health, facilitated a five-day workshop to introduce program management concepts to 12 physicians in the country's Family Physician Residency Program.

Topics covered included the management cycle (planning, implementation and evaluation), force field analysis, group dynamics, identification of health problem determinants and contributing factors, and formulation of impact, process and outcome objectives. This training was intended to equip the physicians with the tools they need to effectively design and manage local area health programs. □



**Ifeoma Umolu, Assistant National Director for Guinea Worm Eradication**

### **Update on the Sustainable Management Training Centre - Nigeria**

Established in 1996 to provide management training in Nigeria's River Blindness Control Program, the Sustainable Management Training Centre (SMTC) in Jos, Plateau State, has recently undergone some organizational changes.

Under the national direction of Dr. Emmanuel Miri (MIPH '95) the Nigeria office of Global 2000 has expanded its programmatic activities to include Guinea worm eradication, onchocerciasis, lymphatic filariasis, and schistosomiasis control. Ms. Ifeoma Umolu (MIPH '96) has been named as Global 2000's Assistant National Director for Guinea Worm Eradication and Dr. Abel Eigege (MIPH '96) is the Assistant National Director for the Lymphatic Filariasis and Schistosomiasis Programs. Despite their additional responsibilities, Abel and Ifeoma continue the SMTC management training activities and provide supervision of the applied learning projects.

Since 1996 the SMTC has trained 210 individuals at 10 TQM workshops in Jos. The core components of the workshops are TQM, personal leadership, team building and behavioral analysis. The faculty have recently added a new curriculum to their repertoire on human resources management, and have conducted one workshop dealing with issues such as staff hiring, job descriptions, performance assessment, conflict resolution, communication, behavioral analysis and team building.

The SMTC has expanded its training activities to other locations in Nigeria. Working in collaboration with alumni of previous in-country courses, SMTC faculty have trained 222 persons at Global 2000 zonal offices in Enugu, Oweri and Benin States. Most of these local trainees are government health personnel who collaborate with the eradication and control programs of Global 2000. On-site supervision of their applied learning projects is conducted by selected alumni of the Jos TQM courses, mentored by SMTC faculty. To date, the combination of SMTC and zonal workshops have provided TQM training to a total of 432 individuals in Nigeria.

During the remainder of 1999, the SMTC will focus its efforts on supervising trainees' applied learning projects. The Nigeria office of UNICEF has also granted financial support to the SMTC to provide management training in a series of UNICEF-sponsored workshops in the last half of the year. Achievement of Global 2000 program goals largely depends upon collaboration and



**Abel Eigege, Assistant National Director for Lymphatic Filariasis and Schistosomiasis**

partnership with a range of Ministry of Health and non-governmental organizations for successful implementation of eradication and control activities. Many of these institutions continue to turn to the SMTC to help develop the managerial capacities of their field personnel. □

## Apply NOW for 1999 MIPH course

SMDP is now accepting applications for the 1999 Management for International Public Health course. The dates for the 1999 course are August 23 - October 1. Enrollment in 1999 will again be limited so prospective candidates are encouraged to identify sponsors and apply early. Priority consideration is given to candidates who:

- Are responsible for developing and teaching management skills to public health workers in their country
- Have an institutional commitment from their sponsoring agency to develop a self-sustaining management training program.

For more information and an application, please call, fax, or e-mail the SMDP at the address listed below.

## MIPH Class Notes

### MIPH '98

Mamadou Drave (Mali) is now working in Montreal as Health Canada's Regional Coordinator for First Nations Health Information System. This information system strengthens health programs in the Indian and Inuit communities by creating an epidemiological database supporting program delivery, priority setting, planning and evaluation. Tel: (514) 283-1561, fax: (514) 283-3807, e-mail:

**Mamadou Drave@hc-sc.gc.ca**

Samir Haj-Bloukh (Jordan) has accepted a faculty position at the University of Ajman for Science & Technology in the United Arab Emirates. His e-mail address is **samirhajbloukh@yahoo.com**

### MIPH '97

Vincent Kang (Taiwan) has been utilizing the training techniques methods in his training sessions for local health station workers. He has also found team building and planning helpful.

Vincent anticipates that another Taiwanese will attend MIPH this year, and hopes that this will enable greater synergy in future management training activities.

Zhang Lingping (China) has utilized TQM to develop a nutrition project plan of action with UNICEF. The method enabled community interventions to be identified. Lingping also conducted a management training course on TQM at the country level for an audience which included governors, health bureau directors, and financial bureau directors.

### MIPH '94

Debra Nanan (St. Lucia) is currently a Visiting Lecturer, Division of Epidemiology and Biostatistics, Department of Community Health Sciences, Aga Khan University, Stadium Road Box 3500, Karachi 74800, Pakistan tel: 92 21 493 0051 Ext 4800, fax: 92 21 493 4294.



Michael D. Malison, M.D., M.P.A.  
Director, SMDP  
Public Health Practice Program Office  
Centers for Disease Control and Prevention  
4770 Buford Hwy, N.E. MS-K36  
Atlanta, GA 30341 U.S.A

Phone: (770) 488-8297; Fax: (770) 488-2574

E-mail: [smdp@cdc.gov](mailto:smdp@cdc.gov)

Internet: [www.cdc.gov/phppo/smdp](http://www.cdc.gov/phppo/smdp)